

## Committee to write policy on race relations

George Brown is reinforcing its policy against ethnic and racial discrimination on campus with a set of clear guidelines for complaints and a new standing committee.

"We're trying to establish a formal structure so problems can be handled in a timely and effective manner," says Personnel Director Sally Layton.

Currently, the one or two complaints of discrimination that the College receives every year are generally handled informally within the College's normal chain of command.

The new initiatives will provide a clear path of recourse for complainants within the College and will strengthen George Brown's stand against ethnic and race discrimination, she says.

The refined policy and complaint procedures will be written in the next few months by a committee — called the Ethnic and Race Relations Policy Committee — made up of student and staff volunteers, with help from Ontario Human Rights Officer Ruth Rozenberg, Layton says.

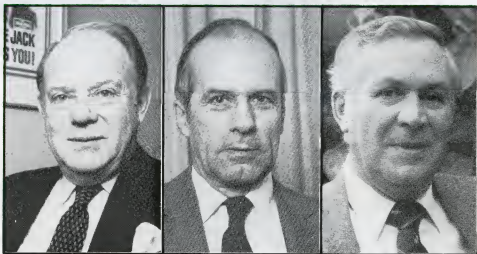
As the next step, a standing committee with student and staff representatives at all campuses who would be trained to handle complaints may be established.

(For a comment on the committee see Doug Light's column on page 2.)

The public profile of those committee members on their campuses and information campaigns on discrimination will raise the consciousness of both students and staff on the issue, she says.

George Brown probably has a more ethnically and racially diverse population than any other community college in Ontario because of its location in Toronto. "It reflects the nature of the population of the city."

Anyone interested in serving on the Ethnic and Race Relations Policy Committee, which will begin meeting in late April, should write to Sally Layton at the Personnel Office, 500 MacPherson Ave., by April 15.



*Business Dean Jack Wilson, Electro-Mechanical Dean Manfred Straka and Architectural Technology Dean Brian Beetles are retiring this year.*

Photos: Albert Li and Neil McGillivray

## Wilson, Straka, Beetles retire this year

Three of George Brown's nine Deans will retire in 1986.

Business and Graphic Arts Dean Jack Wilson will leave his post mid-year while Architectural Technology Dean Brian Beetles and Electro-Mechanical Technology Dean Manfred Straka will step down at the end of the year.

"All three have contributed greatly to George Brown's success," says President Doug Light.

No replacements for the retiring Deans have yet been announced.

### Jack Wilson

Jack Wilson joined the College as Dean of Graphic Arts in 1977 after a business career that started before the Second World War.

Light said Wilson's business background proved to be valuable in an educational setting. "The phenomenal increase in enrolment in Business programs is in part a direct reflection of Jack's business-orientation and interest in marketing."

Born and raised in Toronto, Wilson joined the Accounting Department of Ontario Hydro after studying business at school. During the war, he was made a Lieutenant in the Canadian Army Intelligence Corps after studying at the Royal Military College in Kingston, Ontario.

On his discharge in 1946, he became office manager of a real estate firm, and was made Manager of the Ontario Chamber of Commerce in 1957.

In 1960, Wilson became a partner in Davis and Henderson Ltd., a national, diversified systems company.

Three years after coming to the College as Graphic Arts Dean, Wilson was named Dean of the Business Division, and has held both jobs ever since.

Wilson, who is married with two grown children and four grandchildren, has been active for many years in diplomatic and business communities in Toronto. He is currently Honorary Consul for the African nation of Cote d'Ivoire, Head of the Secretariat of the Consular Corps of Toronto, a Director of the Graphics Arts Industry Association and the Ontario Chamber of Commerce.

Wilson has accepted a special short-term assignment from the College that will start when he steps down as Dean. He will also pursue private business ventures after leaving George Brown.

### Manfred Straka

Manfred Straka also joined George Brown in 1977 after working for many years in technical education in Ontario.

The Dean's depth of experience in his field is evident in the number and variety of new programs that have been started in the Division, Light says.

Born and raised in Graz, Austria, Straka's studies were interrupted by army service during the Second World War. After the war, he taught for a short time and

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## A leadership role in race relations

George Brown is a reflection in many ways of the community it serves. Its buildings reflect Toronto's past, its programs mirror our dynamic local economy, but above all, its student body is a reflection of the population of the City at large.

That population is perhaps one of the most ethnically and racially diverse in the world — enriched by the culture and energy of groups of people who have their historical roots all over the globe.

George Brown has always been a place where people can come to study and learn without giving thought to their religion, skin colour or cultural heritage. Our constant goal has been to foster an atmosphere of tolerance and mutual respect where individual opportunity and achievement are paramount.

With this in mind, the initiative of the Personnel Department in establishing a committee to map out a College ethnic and race relations policy is a positive and pro-active step. It is a clear indication to all that George Brown is prepared to act to preserve an environment where prejudice and intolerance have no place.

It is also important for all College staff to realize the leadership role they play in this area. The way staff members relate to each other, and the way they relate to students, does more to set the tone for the College than anything else.

The establishment of the Ethnic and Race Relations Policy Committee is a concrete reminder to all of us that we cannot take an atmosphere of tolerance and goodwill for granted — we must be prepared to take steps to ensure that it continues to exist.

## Cook taught math

St. James math teacher George Cook died of a heart attack in February. He was 56.

Cook joined the Provincial Institute of Trades (George Brown's forerunner) as a teacher in 1962 after a career as an industrial designer and draftsman.

## New support job system starts June 1

The job descriptions of all George Brown Support Staff are being rewritten in preparation for a new job evaluation system that starts June 1.

The new province-wide system — called the classification/points system (CPS) — combines two traditional techniques: classification and points rating. According to Personnel Department staff this system is particularly appropriate where there is a mix of occupational groups and a commitment to compliance with pending human rights legislation on equal pay.

Under the new system, support staff positions will be evaluated on five factors: job difficulty, guidance received,

communication, knowledge, and working conditions.

Jobs which are determined to be of equal difficulty and value will be allocated to the same pay band or scale, with every position being assigned to one of 14 pay bands.

The Personnel Department has scheduled a number of information sessions to explain the new system. Interested support staff may wish to attend one of the following sessions: Thursday, April 24, 12 a.m. - 1 p.m. or 1-2 p.m., St. James Room 185; Friday, April 25, 12 a.m. - 1 p.m. or 1-2 p.m., Casa Loma Room 337; Tuesday April 29, 12 a.m. - 1 p.m. or 1-2 p.m., College Street Canada Room (for Kensington, Nightingale and College Street staff).

## Three Deans are retiring this year

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earned a Doctorate degree in mathematics and physics.

In 1951, he decided to emigrate to Canada with his fiancée, and later wife, Nelda. After working for a number of months in the University of Toronto's laboratories — where he learned English — Straka took a position in the research department of an electronics firm.

A year later Straka became a teacher of mathematics and physics at Ryerson Polytechnical Institute, where he stayed for the next nine years.

In 1962, Straka took a position with the new Northern Ontario Institute of Technology (forerunner of Northern College) in Kirkland Lake.

Straka was lured south in 1968 by the Applied Arts and Technology Branch of the Ministry of Education, where he was given the job of co-ordinating technical curriculum for the province's new community colleges. Five years later he transferred into the Ministry's Finance and Planning Branch where he was given the job (among others) of converting the college system to metric measurement.

While at the Ministry, Straka obtained his Masters Degree in Education from the Ontario Institute for Studies in Education. He hopes to pursue a Doctorate in Education after leaving full-time duties at the College.

Once retired, Straka plans to divide his time between Toronto (where his three daughters and one grandson live), Austria, and a winter home in Spain.

**Brian Beetles**

Brian Beetles will be leaving George Brown after 24 years spent serving in a

variety of positions including the last 15 months as Dean of the Architectural Technology Division.

"Brian is a truly versatile administrator who has capably filled a tremendous diversity of roles," says Light.

Before joining the Provincial Institute of Trades in 1962 (George Brown's forerunner) as a teacher in the Academic Division, Beetles organized apprenticeship programs for the Canadian Pacific Railway.

He was made a department head in that Division in 1964, and was named both Dean and Principal of the now demolished Teraulay Campus in 1968.

His role in administration was expanded in 1971 when he was made Principal of Casa Loma Campus, and in 1981 when he was made Director of Campuses.

He became Dean of Architectural Technology in January, 1985.

## Women to learn computer skills

George Brown has established a co-operative program with Flemingdon Neighbourhood Services that will teach classes of 36 women how to use microcomputers. The program, called Overland Training for Employment, is funded by the federal government's Canadian Jobs Strategy through the George Brown College Foundation.

## Events



Photo: Kelli Kellner

Electro-Mechanical instructors Bernie Andrews (left) and Bob Young (right) chat with Treat Hull, Manager of Program Development for the Ontario Centre for Automotive Parts Technology, at a recent seminar at Casa Loma. Hull told 50 College staff that Ontario industry must adopt more efficient methods used in the Far East to survive economically.

## We're learning from Japan's success

Look out Nissan, Mazda and Honda — here come Bob Young and Bernie Andrews.

The pair of Electro-Mechanical instructors is discovering what makes the Japanese the most successful car-makers in the world — and how their techniques can be applied to Canadian industry.

Young and Andrews say our industrial competitors in the Far East have developed an edge because they've abandoned traditional quality control methods in favour of statistical process control or SPC.

SPC not only improves the quality of products, but saves companies a lot of money and makes jobs in their production plants more interesting, they say.

Using SPC techniques, statistics from the production process are used to track minute changes in manufacturing that will eventually cause defects and wasted production. Corrections are then made before problems occur, Young says.

"(The Japanese) have cut the defect ratio of five per cent down to one or two parts per million."

According to Andrews, the big savings come because you catch problems sooner

and have to scrap far fewer products. "Why spend four hours making something when you're going to scrap it?"

The new system also puts more responsibility for product quality with the machine operator and assembly line worker — making their jobs more interesting, Andrews says.

Young and Andrews spent five days in St. Catharines earlier this year learning about SPC at the Ontario Centre for Automotive Parts Technology, a provincially-sponsored group that encourages the adoption of new methods in Ontario industry.

But the course and follow-up sessions provided only a basic understanding of the complex system — further study will be needed before they can make recommendations on how the technique should be incorporated into George Brown programs, they say.

But one thing is clear from all they've learned; both Young and Andrews say — SPC is here to stay and will be an increasingly important part of virtually all jobs in the manufacturing sector.

In fact, domestic auto companies are so committed to the concept already that they won't accept parts from any supplier that isn't working with SPC, Young says.

**March 20**— Seminar for administrators: *Entrepreneurism: Looking to the future*, Led by Dr. Charles Pascal, President of Sir Sanford Fleming College, St. James, Room 418, 8:30-11 a.m. Call Yvette Jones (ext. 3294) to register.

—Seminar: *Computerizing student marks* conducted by Brenda Bennett, 2-4 p.m., Casa Loma, Room E225.

—Free tennis classes, 5-6:30 p.m., St. James Gym (and every Tuesday and Thursday evening). Call Athletics (ext. 3281) for details.

**March 21**— Seminar: *Personal Computers — Hype or help?* — Third Session, 12 a.m. - 2 p.m., St. James, Room 264.

**March 24**— *Support Staff Collective Agreement Workshop*, conducted by Tim Dineen, 12 a.m. - 1 p.m., Casa Loma, Room TBA. Call Yvette Jones (ext. 3294) for details.

**March 26**— 20-Year-Club Annual Dinner. Call Pat Smith (ext. 2211) for details.

**March 27**— Music by Eugene Amaro on the saxophone in the St. James Atrium, 11:30 a.m. - 12:30 p.m.

**April 1**— High School Basketball Club starts (free clinic for male high school basketball players), every Tuesday and Thursday, 5-7 p.m., Casa Loma Gym.

**April 3**— Seminar: *Views on Education*, conducted by Rosemary Peikes of the Toronto Institute of Medical Technology, 4-6 p.m., Casa Loma, Room TBA. Call Yvette Jones (ext. 3294) for details.

**April 8**— Board of Governors meeting, 6 p.m., MacPherson Boardroom. Call Pat Smith (ext. 2211) for details.

**April 10**— Annual Athletics Banquet (Invitation only), 7 p.m., Kensington Gym.

**April 11**— Conference: *Shaping our Youth: Career Planning for 2001*, professional development day for elementary school teachers and counsellors, presented by the Affirmative Action Advisory Committee, 9 a.m. - 3:30 p.m., Casa Loma. Call Mary Bruno (ext. 2287) for details.

**April 15**— Support staff seminar: *Summer Wardrobe Planning*, conducted by Fashion Consultant Karen McConvey, 12-2 p.m., St. James, Room TBA. Call Yvette Jones (ext. 3294) for details.

**April 16**— Seminar for Administrators. Call Yvette Jones (ext. 3294) for details.

**April 22**— Ceramics Open House, including sale of student work, raffle and refreshments, 10 a.m. - 8 p.m., 1 Dartnell Ave., First Floor.

# Names in the News

Dominion Archivist **Jean-Pierre Wallot**, who is in charge of Canada's federal archives, visited George Brown in early March for a reception honouring the College's part-time course in machine-readable records. The course is unique in North America and fills a long felt need by archivists to learn how to store and access computerized data, he said. The course is organized by College Archivist **John Hardy** working with **Yvonne Snider**, Co-ordinator of Part-Time Business Studies, and taught by members of Wallot's Ottawa staff.

George Brown hosted the annual meeting of the Society of Plastics Industries at Kensington Campus in late February — where the Mouldmaking Technician and Plastic Processing Mechanic programs were unveiled by Electro-Mechanical Chairman **George Danac**.

**Ivor Hurst**, Litton Systems' Manager of Logistics and Spares Management, spoke to 150 business students in February about the complexities of logistics in a special lecture organized by Instructor **Adi Mistry**.

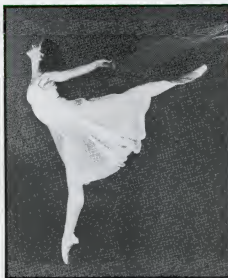
This is traditionally the time of year for student awards, and presentations were made in both the Business and Hospitality Divisions recently:

- Three sisters — **Frances, Andrée, and Kathryn Ansaldo** all received Hospitality Awards and their mother **Gillian** was presented with a special Mother-of-the-Year Award.

- **Allan Futerman** got interested in accounting just as he was completing his diploma in Marketing. He went on to repeat the performance in Accounting and won an Award of Excellence from the Certified General Accountants Association of Ontario.

- Chef Pre-Employment student **Cynthia David** won a four-month work/study experience to France sponsored by the International Food Service Editorial Council Award. The 30-year old former journalist plans to be a food writer.

- Business Administration students **Marianna Desjardis** and **Denny Zzelic** both received City of Toronto Awards worth \$750 from Mayor **Art Eggleton** in a ceremony at City Hall on March 5.



*Nadia Potts (above) will join fellow former National Ballet Principal Dancers Vanessa Harwood and Luc Amyot on the teaching staff of the George Brown Summer School of Dance. The School session runs from the end of June to early August.*

A memorial plaque to the late Electrical Department Chairman **Harry Mooradian** will be unveiled in a ceremony in the Casa Loma Library on April 17. Mooradian died suddenly in Oct., 1983, after a 23-year career at George Brown. Annual interest from a fund set up in his memory will be used to buy books and other teaching tools for the Electrical section of the Casa Loma Library, Industrial Electronics Co-ordinator **Ray Davis** said.

What can possibly follow Coke, Diet Coke, Coca Cola Classic and Cherry Coke? According to **David Best**, Marketing Manager for Coca Cola Brands Ltd. of Canada, who spoke to business students in a special lecture on Feb. 18, the company is now experimenting with both Chocolate Coke and Lemon Coke.

## City College News

is a monthly publication of the Continuing Education and Marketing Division of George Brown College at 258 Adelaide St. E., Toronto, Ontario, M5A 1N1. (416) 967-1212, ext. 3240.

Editor: Kadi Kaljuste, Writer: Neil McGillivray.

The deadline for submissions for the next issue of *City College News* is April 3.

George Brown  The City College

Enamelling Instructor **Alan Perkins** is joining colleagues from France, Germany, the United States and Quebec on the jury of the first International Biennial of Enamels to be held in Laval, Quebec in late April.

Program Development Dean **Bob Gwilliam** was recently elected Chairman of the Board of Directors of the Scadding Court Community Centre, which is located at the corner of Dundas Street West and Bathurst Street.

Neo-Natal Intensive Care Nursing Co-ordinator **Heather Urquhart** headed north to Thunder Bay in late January for the graduation of 21 nurses from the post-diploma program — which was offered co-operatively with Confederation College for the first time. The students spent four weeks of the program in Toronto at George Brown and the Hospital for Sick Children.

The Personnel Office has told us of the following staff changes: **Nazlin Allidina** has joined the faculty of the Post-Diploma Nursing Department at Nightingale.

New support staff include: **Lynn Antram** in the Community Services Division at Kensington, and **Rosemary Armitage** in Community Services at Nightingale; **Jennifer Evans** has joined Student Services staff at MacPherson; **Pascale Gazave** has joined the French Department at College Street; **Shawn Kirkup** has joined the Finance Department at MacPherson; and **Clarence Smith** has joined caretaking staff at Kensington.

Transfers include: **Joanne Franks**, who has gone from a support position with Community Services at Nightingale to one with the Personnel Office at MacPherson; **Julie Harrington** has gone from the temporary personnel pool to a permanent support position with St. James Campus Management; **Marsha Lester** has gone from a support position with the Industrial Training Division at Adelaide Street to one with the Health Sciences Division at Casa Loma; and **Sui Pang** has left a support position with the Payroll Department for one with the Personnel Office at Casa Loma.

Leaving the College are **Luba Fedchencko**, **Gertrude Lapointe**, and **Wayne Reddick**.